Job Description: Forest Peoples Programme (FPP) Director

Forest Peoples Programme is an international NGO based in the UK, which supports forest peoples to secure their rights and determine their own futures. FPP works to support and strengthen forest peoples' organisations in South and Central America, Africa, and Asia. It applies an inclusive and collegiate approach to organisational management and uses participatory processes for planning and decision-making within the organisation. More information on FPP is available at: www.forestpeoples.org

After more than 20 years, FPP's founding Director (Marcus Colchester) is stepping down from the directorship of the organisation in May 2013, in order to focus on fieldwork and international advocacy. Marcus will remain with FPP as a senior policy advisor.

FPP is now seeking an experienced person to take on the directorship of the organisation in coordination with the FPP's Executive Committee and Board members.

The Director's role

The position requires an experienced and dynamic person committed to the continued and successful development of FPP and its values, strategic goals and thematic programmes. It requires someone who has the necessary skills and ability to work with FPP's team of 32 highly dedicated and skilled staff, working with forest peoples across the world. The culturally and geographically diverse FPP staff are managed by FPP's Executive Committee and led by the Director. The working culture of FPP's management combines teamwork and consensus-building with focused, strategic direction. Involvement in fieldwork with partners and policy advocacy at the local, national and international levels is also an essential part of the Director's role.

The Director is responsible for:

- 1. Shaping the collective vision and direction of FPP (partner-led), including oversight of FPP's overall **strategy** and organisational planning
- 2. Overall **coordination** of FPP and its advocacy and communication activities, including connections between programmes
- 3. Fundraising and financial stability
- 4. Overseeing the management of **personnel**, staff relations, and advising on issues raised in staff reviews

These responsibilities involve:

- Close coordination with FPP's Executive Committee
- Identifying new funding opportunities to support FPP, its work programmes and partner organisations, in collaboration with the Board
- Acting as a key public ambassador
- Participating in key international policy processes and for including advocacy work with FPP team members and partners
- Carrying out advocacy-related research, policy analysis and fieldwork
- Line managing programme coordinators, senior advisors and the Managing Director, as well as other staff, as appropriate
- Acting as a focal point for the Board
- Sharing the lead in recruiting staff

Skills, qualities and experience required

Essential

- Experience with providing consensus-based leadership and teamwork
- Solid grasp of the international human rights framework and forest and indigenous peoples' issues
- Depth of experience working on the ground with indigenous peoples and/or local communities, on human rights, policy and legal issues (fieldwork experience in at least two regions [Africa, South America, Asia] would be an advantage)
- Successful fundraising experience
- Leadership qualities and strategic thinker
- Proven ability to carry out research and compile briefings, press releases, and write technical papers and detailed reports
- Fluency in English with a knowledge and proficiency (spoken and written) in French and/or Spanish

Highly desirable

- Senior management experience in similar sized NGO
- Extensive experience in giving public talks and presentations to communities and decision-makers at the local, national and international levels
- Clear understanding and detailed knowledge of forest peoples' customary systems of land tenure, natural resource use, biodiversity decision-making and management and local livelihoods
- Good understanding of NGO advocacy including the dynamic relationship between policy and practice at the community, national and international levels
- Experience in project management (partners, staff and budget management)
- Published author of publications on rights and forests issues
- Proficiency in a relevant local language to FPP's areas of work

Terms:

The position is full-time and is located in the UK at the FPP offices in Moreton-in-Marsh, Gloucestershire. Extensive travel will be required. There will be a six month probationary period. It is hoped that the successful candidate will be able to take up the post at the beginning of April 2013.

Salary:

£50,000-£60,000 GBP, depending on skills and experience

To apply: Please email: both a letter of interest and a CV to info@forestpeoples.org

Closing date: 12 October, 2012 (interviews to be held mid November 2012 in the Moreton-in-Marsh, UK offices)

Forest Peoples Programme is a registered UK charity (No.1082158). It is an Equal Opportunities Employer and actively seeks a diverse pool of candidates.